

**NOTICE**

**TO:** Michigan Workforce Development Agency  
Victor Office Center  
201 North Washington Square  
Lansing, Michigan 48913

**Received**

DEC 22 2015

**FROM:** The PIC Group Inc.

Workforce Development Agency  
State of Michigan

**DATE:** December 17, 2015

**RE:** Notice of Plant Closing or Mass Layoff Pursuant to the Worker Adjustment and Retraining Notification Act of 1988

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This notice is being given to you under the Worker Adjustment and Retraining Notification Act of 1988 (“**WARN**”). **WARN** requires employers to give official notice to certain governmental units or officials of a pending plant closing or mass layoff.

The PIC Group Inc. (“**PIC**”) provided quality inspection and sorting services to BASF in BASF’s facility located at 1609 Biddle Avenue, Wyandotte, Michigan 48192. On December 16, 2015, BASF suddenly and unexpectedly terminated its service contract with PIC and escorted all PIC employees out of BASF’s Wyandotte facility. As a result, PIC had to lay off immediately all of its employees who were working at the BASF’s Wyandotte facility as of December 16, 2015. PIC anticipates that the cessation of its services at BASF’s Wyandotte facility and the resulting layoff of PIC employees will be permanent. Attached is a list of job titles for the positions affected by this action, and the number of affected employees in each position. The affected employees are not represented by a union. PIC employees do not have bumping rights. PIC was unable to give any advance notice of this layoff because BASF’s sudden and unexpected termination of its service contract with PIC was not foreseen by, or reasonably foreseeable to, PIC at any time prior to December 16, 2015.

PIC regrets this occurrence. We are inviting the affected employees to visit our website (<http://thepicgroup.applicantpro.com/jobs/>) and apply for any open positions.

If you have any questions, please contact me at (586) 532-9001, ext. 223.

Respectfully,



Susan Mason  
Human Resources Manager  
The PIC Group Inc.

Encl.  
13663061

PIC Employees at BASF's Facility in Wyandotte, Michigan Laid Off due to BASF's Sudden and Unexpected Termination of its Service Contract with PIC on December 16, 2015

Position	Affected Employees
Inspector	86
Lead Hand	4
<b>Total</b>	<b>90</b>